

# EQUAL OPPORTUNITY EMPLOYER POLICY

WIPRO LIMITED

and its applicable subsidiaries performing services within the United States

## EQUAL OPPORTUNITY EMPLOYER POLICY STATEMENT

Wipro is firmly committed to the policy of providing and promoting equal employment opportunity (EEO) for all of its employees and applicants for employment and to compliance with all United States federal, state and local laws and regulations (including Executive Order 11246, as amended) that prohibit employment discrimination on the basis of age, race, creed, color, gender, marital status, national origin, religion, sexual orientation, gender identity, disability, protected veteran status and any other characteristic protected by applicable federal, state or local laws or regulations. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions or demotions, transfers, company-sponsored training, pay practices, benefits, disciplinary actions and terminations. All staffing companies and subcontractors employed by Wipro shall be asked to adhere to this policy statement or to a policy statement of their own which offers no lesser protections than those set out herein.

Beyond this, employees of and applicants to Wipro will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any federal, state, or local law regarding EEO. If you believe that you have been subjected to any such conduct, you should immediately inform the Wipro Human Resources Department ([albert.stichter@wipro.com](mailto:albert.stichter@wipro.com)) and recognize that you have the right to inform your applicable state's Department of Labor.

In addition, as a government contractor, Wipro is committed to taking affirmative action to hire and advance qualified minorities, women, individuals with disabilities and protected veterans. In furtherance of its Affirmative Action policy, Wipro has developed a written Affirmative Action Plan which set forth the policies, practices and procedures which the company is committed to applying in executing its policy of non-discrimination and affirmative action. The written Affirmative Action Plan for minorities, women, protected veterans and individuals with disabilities is available for inspection by employees or applicants for employment upon request, between 9:00 am to 6:00 pm ET at the company's Human Resources Department offices located at 2 Two Center Boulevard, Suite 2200, East Brunswick, NJ 08816. Any questions should be directed to Albert Stichter, EEO Coordinator at his address or phone number set out below.

As part of the Affirmative Action Program, we invite employees who are disabled or who are protected veterans to voluntarily self-identify as such through the company's intranet site. Self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected **Albert Stichter** [[albert.stichter@wipro.com](mailto:albert.stichter@wipro.com); tel. number +1 (201) 840-4780] as the EEO Coordinator for Wipro. His duties as EEO Coordinator will include the establishment and maintenance of an internal audit and

reporting system to allow for effective measurement of the company's Affirmative Action and Equal Opportunity programs.

**WIPRO LIMITED**



Santosh Karagada  
Vice President, Human Resources  
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